**Genuine Occupational Requirement (GOR) Justification Form**

This form is to be used only where it is believed that a Genuine Occupational Requirement (GOR) applies under the Equality Act 2010. A GOR should only be applied when being a practising Christian is essential to the role and there are no less restrictive alternatives. Each case must be considered carefully, documented fully, and approved by the PCC / Diocesan Secretary before recruitment proceeds.

Role Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Parish: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Completed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**1. Role Description**

* Briefly outline the role and its main duties (or attach proposed job description):

**2. Why a Practising Christian is Essential**

* Explain how the role requires the individual to uphold, represent, or actively practice the Christian faith:

**3. Proportionality Test**

* Could the role be performed effectively by someone who is not a practising Christian?  
  ☐ Yes  
  ☐ No
* If no, explain why:

**4. Alternatives Considered**

* Have you considered less restrictive options (e.g., sharing duties, separating faith-based tasks from administrative tasks)?  
  ☐ Yes  
  ☐ No
* If yes, explain outcome:

**5. Decision**

* We confirm that requiring a practising Christian for this role is:  
  ☐ A genuine occupational requirement  
  ☐ Not a genuine occupational requirement

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_